



## Opportunity Statement

### Ecological Groundskeeper

Named in honor of Louise Thaden, a pioneering aviator from Bentonville, Thaden School opened in the fall of 2017 with just 50 students in Grades 7 and 9. With its well-resourced Indexed Tuition program, the School has grown steadily, and enrollment is over 380 students in Grades K-2 and 5-12 for the 2025-26 academic year. Designed by a world-class team of architects, the School's 35-acre campus in downtown Bentonville will support as many as 600 students. By the 2026-27 academic year, Thaden will offer Grades K-12.

Thaden School now seeks an Ecological Groundskeeper to attend to daily maintenance of the campus landscape using sustainable practices that promote plant and animal diversity.

#### **Role and Responsibilities**

- Perform all levels of required landscape maintenance, including, but not limited to, weeding, watering, trimming, mowing, pruning, planting, mulching, organic herbicide application, and invasive species removal.
- Safely operate equipment, including string trimmer, blower, lawnmower, flail mower, and chainsaw.
- Assist in the maintenance of horticultural tools and equipment.
- Perform and support IPM and sustainable horticultural practices that encourage plant and soil health.
- Assist in snow and ice removal.
- Interact in a professional and appropriate manner with students, faculty, and staff.
- Other duties as assigned.

#### **Skills, Qualifications, and Attributes**

- Strong interest in native plants, ecology, and sustainable land care practices.
- Experience in landscaping or natural areas management preferred.
- Degree or training in horticulture, plant science, biology, or environmental science preferred.
- Ability to work independently with minimal supervision.
- Excellent communication skills, both written and verbal.
- Excellent time-management skills and work initiative.

## Physical Requirements

- Ability to lift, pull, and/or carry up to 50 pounds.
- Capacity to endure prolonged periods of standing, walking, bending, kneeling, twisting, and pulling.
- Ability to work outdoors in various weather conditions, including heat, humidity, windy conditions, cold, snow, and ice.

## Wage Classification

Based on the duties and requirements above, this position will be paid as an hourly non-exempt employee.

## Applications

Please submit a statement outlining your interest in teaching, detailing subject matter expertise and extracurricular areas of experience, transcripts, cover letter, and resume through our online portal for [Thaden School Job Opportunities](#). The start date is the summer of 2026. Thaden is an equal opportunity employer and complies with all federal, state, and local laws that prohibit discrimination in employment because of race, color, national origin, citizenship, age (18 or older), religion, disability, marital status, veteran status, and sexual orientation. Applications by members of all underrepresented groups, including women and people of color, are encouraged.

All offers of employment are contingent upon successful completion of a criminal background check.

## About the School

A non-sectarian independent school under the direction of its own board, Thaden School offers a challenging and innovative educational program that ignites in students a passion for discovery and learning, prepares them to succeed in college, and inspires them to lead lives of integrity, purpose, and responsible global citizenship. The School received full accreditation by the Independent School Association of the Central States in January, 2023, and Niche.com named Thaden the #1 independent high school in the state of Arkansas in 2022, 2023, and 2024.

At the core of the School's mission is a commitment to balance that takes many forms: a curriculum that integrates the sciences and the humanities; indoor and outdoor teaching spaces where sustainability is a tangible part of the lesson; hands-on programs for civic engagement; athletics and physical education programs that build confidence and character through competition and meaningful participation; and a diverse faculty and staff that empower students to think deeply and expansively about their potential and place in the world. The School's robust Indexed Tuition program supports the creation of a balanced learning community where students of many perspectives, talents, and interests learn and grow stronger together.

Located on a 35-acre campus in downtown Bentonville, the School is walking distance from the town

square, Brightwater Culinary Institute, The Momentary, and a variety of other educational resources. The School engaged a world-class team of architects to design an enduring and innovative campus that sparks curiosity, inspires creativity, and invites reflection. The principal designer, Marlon Blackwell, is the 2020 recipient of the American Institute of Architects' Gold Medal, the Institute's highest honor. The School's first permanent buildings opened in the fall of 2019 and the completed campus was recently the subject of a feature article in Architectural Record.

The School's website features additional information regarding its mission, educational programs, and faculty and staff.